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Santa Central to spread Christmas cheer



Volunteer Services Coordinator Lucy Flemmons, left, and inmates from the Hawkins Unit Pathway to Freedom program show off the gift bags they have been working on for Santa Central. Below, Capt. Peggy Bennish and inmates from the Hawkins Center for Women, show Flemmons their bags. Bags also were designed at the Ouachita River Unit.

Life can change in an instant. A death in the family, a devastating fire, an accident or even the loss of a job can make Christmas for some ADC families difficult, if not impossible. That's when ADC's Santa Central program can help. The goal is to help ADC families acquire needed food, toys and clothing to make the season a little brighter.

These boys and girls can have a brighter Christmas when an angel is adopted from the Santa Central Angel Tree located at Central



Angels are ready to be adopted at Central



Office.

With donations from ADC employees and AACET, Volunteer Services Coordinator Lucy Flemmons and other volunteers will begin their countless hours of shopping, wrapping, tagging and bagging bundles, which will be picked up from Central Office and distributed to various ADC units.

This year 22 families with 62 children will benefit from the program.

Santa Central on Page 3

How do you measure a 'good' Christmas?

"Did you have a good Christmas?" That's one of those pleasantries exchanged right after the holiday. We say "Merry Christmas" before and ask if it was good afterwards. But, how do you measure if it was "good?"

For children, the response will most likely center on what was on their lists and whether Santa Claus fulfilled those wishes.

Parents will probably think Christmas was good if Santa was able to provide for their children. Those who open



Ray Hobbs
ADC Director

their homes to family and friends will define "good" by the joy the festivities brought to the ones gathered. Retailers will calculate "good" in the volume of sales and profits.

If that's the yardstick, then it would appear we measure "good" by what is received or consumed. Certainly, from a commercial standpoint, the fall holidays have become a blur and Thanksgiving is dominated by the Black Friday that follows. That makes it tough on a lot of folks. The season of giving leaves many with empty pockets.

But even with the commercialization and focus on gifts, there is something profound and powerful about the way Christmas brings out the best in us. The goodwill embodied in the Christmas spirit helps us find purpose and gives meaning to love, kindness, charity and gratitude.

I think this shines at ADC with our Santa Central program. We do this each Christmas season to help employees whose families are struggling. The help is confidential and those who give have no idea who they are helping. Those who receive help don't know who helped them. It's sort of like Santa making that delivery in the middle of the night.

Isn't this the true meaning of Christmas? Helping our fellow man?

I read somewhere that "a good Christmas is one that helps us become better people so we can have better lives and a better society." I think that is the perfect definition.

I hope this holiday season finds you contemplating "peace on earth and goodwill toward men" – and by men, I mean people ... all people. I hope you have a very "good" Christmas.

More thoughts on the measure of a 'good' Christmas ...

"He who has not Christmas in his heart will never find it under a tree." — Roy L. Smith

"Christmas is not a time nor a season, but a state of mind. To cherish peace and goodwill, to be plenteous in mercy, is to have the real spirit of Christmas." — Calvin Coolidge

"I have always thought Christmas as a good time; a kind, forgiving, generous, pleasant time; a time when men and women seem to open their hearts freely, and so I say, God bless Christmas!" — Charles Dickens

30 Years

William Straughn, warden of the Maximum Security Unit, receives a plaque from Director Ray Hobbs on behalf of Arkansas Gov. Mike Beebe in recognition of 30 years of service to ADC and the state.



Don't let holiday décor raise risks in your home

Decorating homes and businesses is a long-standing tradition around the holiday season.

Unfortunately, these same decorations may increase your chances of fire. Based on data from the National Fire Protection Association (NFPA) and the U.S. Fire Administration (USFA), an estimated 240 home fires involving Christmas trees and another 150 home fires involving holiday lights and other decorative lighting occur each year. Together, these fires result in 21 deaths and \$25.2 million in direct property damage.

Following a few simple fire safety tips can keep electric lights, candles, and the ever popular Christmas tree from creating a tragedy.

Learn how to prevent a fire and what to do in case a fire starts in your home. Make sure all exits are accessible and not blocked by decorations or trees. Help ensure that you have a fire safe holiday season.

Selecting a Tree for the Holidays

Needles on fresh trees should be green and hard to pull back from the branches, and the needles should not break if the tree has been freshly cut. The trunk should be sticky to the touch. Old trees can be identified by bouncing the tree trunk on the ground. If many needles fall off, the tree has been cut too long and, has probably dried out, and is a fire haz-



ard.

Do not place your tree close to a heat source, including a fireplace or heat vent. The heat will dry out the tree, causing it to be more easily ignited by heat, flame or sparks. Be careful not to drop or flick cigarette ashes near a tree. Do not put your live tree up too early or leave it up for longer than two weeks. Keep the tree stand filled with water at all times.

Maintain Your Holiday Lights

Inspect holiday lights each year for frayed wires, bare spots, gaps in the insulation, broken or cracked sockets, and excessive kinking or wear before putting them up. Use only lighting listed by an approved testing laboratory.

Do not link more than three light strands, unless the directions indicate it is safe. Connect strings of lights to an extension cord before plugging the cord into the outlet. Make sure to periodically check the wires – they should not be warm to

the touch.

Do not leave holiday lights on unattended!

Holiday Decorations

Use only nonflammable decorations — all decorations should be nonflammable or flame-retardant and placed away from heat vents. If you are using a metallic or artificial tree, make sure it is flame retardant.

Ensure that trees and other holiday decorations do not block an exit way. In the event of a fire, time is of the essence. A blocked entry/exit way puts you and your family at risk.

Wrapping paper in the fireplace can result in a very large fire, throwing off dangerous sparks and embers that may result in a chimney fire.

Candle Care

Consider using battery-operated flameless candles, which can look, smell and feel like real candles.

If you do use lit candles, make sure candles are in stable holders and place them where they cannot be easily knocked down. Keep candles at least 12 inches from anything that can burn. Never leave a room or go to bed with candles burning.

Do not go near a Christmas tree with an open flame – candles, lighters or matches.

*Excerpts from
www.usfa.fema.gov*



Santa Central, continued from Page 1

AACET will donate hams for the food boxes.

“We’re getting off to an early start this year,” said Flemmons. “PTF inmates at the Hawkins and Ouachita Units have been busy decorating gift bags, while plans are underway for this year’s food drive and Angel Tree.”

Food drives are in progress at all units. Flemmons encouraged employees to help at their units for donations of non-perishable food items. Any donations of new items such as toys and clothing for Santa Central will be accepted and can be dropped off to Flemmons at Central Office.

For more information on how you can help, contact Flemmons at 850-267-6682 or at lucy.flemmons@arkansas.gov.

Health Matters

Back to the basics in fighting the holiday food monster

It can be challenging to eat right during the holidays, especially when the entire season seems filled with rich dishes and sweet treats. It's okay to moderately splurge, but it's important to make smart dietary decisions over the holidays to ensure a healthy immune system during the winter months and increased energy for burning off those extra calories.

More than two-thirds of American adults are considered overweight or obese. Excess weight may lead to heart disease and diabetes. Creating and following plans for healthy eating and physical activity may help you improve your health.

What are the health risks of being overweight or obese?

Extra weight may increase your risk for:

- ◆ type 2 diabetes
- ◆ heart disease and stroke
- ◆ high blood cholesterol
- ◆ high blood pressure
- ◆ kidney disease
- ◆ non-alcoholic fatty liver disease (a fat buildup in the livers of people who drink little or no alcohol)
- ◆ problems with pregnancy
- ◆ certain cancers

Why do people become overweight? Over time, if you eat and drink more calories than your body uses or 'burns off,' your body may store the extra energy leading to weight gain. Many factors may play a part in weight gain.

The world around you: Commu-

nities, homes, and workplaces can all affect people's health decisions.

Foods high in fat, added sugar, and calories are easy to find.

They also often cost less than healthier choices like fruits and vegetables. Also, many people lack access to safe places where they can be physically active. On top of that, many tools and devices, like remote controls and drive-in banks, make it easy to be inactive.

Families: Overweight and obesity tend to run in families. Research shows that genes can play a role in obesity. Families also share eating habits that can affect how, when, and what we eat.

Medicine: Some medicines, such as steroids (drugs used to reduce swelling) and some drugs for depression and other psychiatric disorders, may lead to weight gain. Ask your health care provider or pharmacist about the side effects of any medicines you are taking.

Emotions: Many people eat when they are bored, sad, angry, or stressed, even when they are not hungry.

Although you may not be able to control all the factors that lead to overweight, making small changes to your eating and physical activity habits may improve your health.

What kinds of foods should I eat?

Paying attention to what, when, how often, and how much you eat can be the first step to helping you eat better.

Every five years the Government releases dietary guidelines that recommend what kinds of food to eat and to limit so you can have a healthy eating plan.

Eat more of these nutrient-rich foods: Nutrients—like vitamins, minerals, and dietary fiber—nourish our bodies by giving them what they need to be healthy. The guidelines advise adults to eat the following foods because they are rich in nutrients:

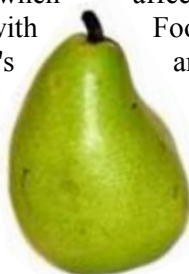
- ◆ fruits and vegetables
- ◆ whole grains, like oatmeal, whole-wheat bread, and brown rice
- ◆ seafood, lean meats, poultry, and eggs
- ◆ fat-free or low-fat milk and cheese, or substitutes (like soy or rice milk) that are high in vitamin D and calcium
- ◆ beans, nuts, and seeds

Eat less of these foods

Some foods have many calories but few of the vitamins, minerals, or fiber your body needs. Added sugars, solid fats, and refined grains pack a lot of calories into food but do not add nutrients. The Government's dietary guidelines recommend that you limit foods such as these:

- ◆ sugar-sweetened drinks and desserts
- ◆ foods with butter, shortening, or other fats that are solid at room temperature
- ◆ white bread, rice, and pasta that are made from refined grains

Excerpts from the National Institutes of Health website



Varner recognizes outstanding and long-time service



Outstanding Service Awards

Michael Cook, left, Correctional Supervisor of the Year; Larry Giles, VU Correctional Officer of the Year; Patricia Wood, VU Employee Of the Year; Artie Tucker, Supervisor of the Year; Felicia Piggee, VSM Employee of the Year; and Danny Watts, VSM Correctional Officer of the year. The awards were presented Oct. 18.



15 years of service

Mary Jo Tucker, left, Alice Obner-Bradley, Patricia Gooley, Jacqueline Owens and Emma Fitzpatrick



20 years of service

Lisa Robinson and Mark Stephens



10 years of service

Terrance Whaley, left, Letha Phillips, Sedrick Franklin and Patsy Riley



Five years of service

Lillie Ross, left, Natasha Martin, Carolyn Bennett and Stephen Simmons.

Green among top administrative assistants in state

ADC's Ramona Green was among the top three finalist for Arkansas administrative assistants. She and others gathered Oct. 31 for the Interdepartmental Relations Committee's 41st Conference for Professional Assistants on Oct. 31 at Embassy Suites in Little Rock. The conference was entitled "You are so much More."

The Committee's major project is to provide an annual fall conference for assistants to enhance their present jobs, foster future careers, and network with each other.

About 300 professional assistants from across the state gathered for this conference. ADC had approximately 40 professional assistants from various ADC offices and units attend this year.

Guest speakers included Governor Mike Beebe; Lamar Davis, Deputy Chief of Staff to the Governor; Scott Harness, Pastor; Rosalyn Miller, Conference Service Manager, UALR; Alexis Sims, American Heart Association; and Jennifer Welch Siccardi, Executive Suite Receptionist for

the Governor.

The Committee had 23 nominees for the 2012 State "Professional Assistant of the Year." Of these, the department had four individuals nominated: Marcia White (NWARWRC), Pamela Burke (VSM), Margaret Pomikala (NCU), and Ramona Green (C/O).

Green, assistant to Chief Deputy Director Larry May, was one

of the three finalists this year.

The IRC was organized in 1972 for the administrative assistants to state agency directors and constitutional officers. It provide an opportunities to improve understanding of the functions of all departments and agencies in state government.



Ramona Green, right, and Larry May at the Conference for Professional Assistants.



Green and Muriel Mayfield with the IRC membership.

Promotion, warden transfers announced

Major Michelle Williams has been promoted to assistant warden of the North Central Unit, Director Ray Hobbs recently announced. NCU Assistant Warden Eddie Selvey will transfer to the Cummins Unit and Assistant Warden Aundrea Weekly will be transferring to the Grimes Unit.

In addition, the following wardens will transfer and transition to new units: Warden James Banks will be transferring to the Delta Regional Unit; Warden Kay Howell will be transferring to the Benton Unit and Warden Randy Watson will be transferring to the Varner Unit.

These transfers will be effective Jan. 7.

Cost of living adjustment recommended for FY2014

Gov. Mike Beebe has recommended a 2 percent cost of living adjustment beginning July 1, 2014.

Richard Weiss, director of the Arkansas Department of Finance and Administration, recently presented the governor's proposed budget for fiscal year 2013, revenue forecast for FY14-15 and the governor's balanced budget recommendation at the Joint Budget Committee meeting.

The plan included that the remaining sales tax on food be eliminated except for the 1/8th cent tax required by Amendment 75. It provides for a generous growth of \$219.8 million in FY14 and \$183.9 million in FY15.

In addition to the initial governor's recommendation, the forecast includes an additional \$3.6 million in general revenue funding for ADC to provide for a 2 percent cost of living adjustment on July 1, in FY14.

Plaque honoring Cpl. Ester unveiled at EARU

A plaque will hang permanently at the East Arkansas Regional Unit in honor of Cpl. Barbara Ester, who was killed in the line of duty on Jan. 20, 2012.

The plaque was unveiled Oct. 30 during a meeting of the Board of Corrections. Director Ray Hobbs made the presentation about the plaque, and it was unveiled by Kevin Murphy, executive director of Arkansas Association of Correctional Employees Trust. AACET purchased the plaque.

Also, EARU Warden Danny Burl presented Ester's daughter, Fannie Dukes Nichols, with a plaque and letter on behalf of the Southern States Correctional Association. Ester was recognized by SSCA as the Correctional Officer of the Year at the organization's summer conference in July in Lexington, Ky.



Honoring Ester

Left, Director Ray Hobbs shows Fannie Dukes Nichols, daughter of Ester, the plaque which will hang at EARU. Right, Burl and Nichols.

AACET concludes open enrollment with drawing for prizes

The Arkansas Association of Correctional Employees Trust (AACET) concluded open enrollment on Oct. 31, 2012, and the prize drawings were made recently in the Administration East Auditorium.

Taking the winning ticket for signing up for either Delta Dental or Vision was Reginald Coleman (RLW). He won a Kindle Fire. The luck of the draw for upgrading their AACET membership went to Mindy Howard (McPherson) who also won a Kindle Fire. ADC Employees who joined AACET during open enrollment were placed in a drawing for an iPad2, and Itena Jackson (Wrightsville) won it. And the winner drawn from all existing AACET members was Barbara

Holliman (Ouachita). She also took away an iPad2. Kevin Murphy, executive director of AACET, and Tracey Breshears, HR specialist, used a random drawing app to determine the winners.

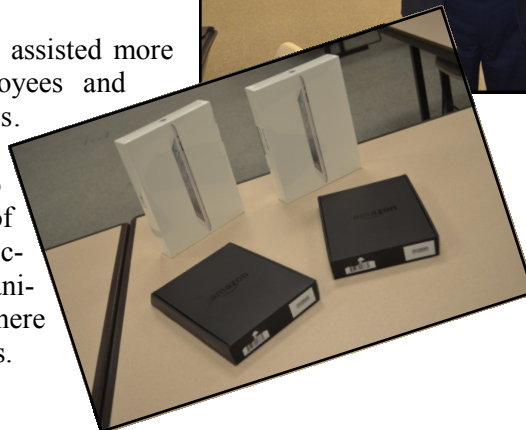
"Congratulations to all, and thanks for a great 2012 open enrollment," said Murphy.

AACET has assisted more than 530 employees and their families. Murphy urges everyone to come be a part of Arkansas correction's own organization that is there for its employees.



Drawing

Kevin Murphy, executive director of AACET, holds up the random drawing app for Tracey Breshears, HR specialist.





Arkansas Department of Correction

Online Training Opportunities



eCADEMY is online training from Essential Learning that contains over 455 courses available to correctional staff. This training is available to **ALL** ADC Staff regardless if you are a CO1, a supervisor, or a non-security personnel.

eCADEMY Services include:

- State-of-the-art learning management system
- The best and most current library in the industry
- Courses satisfy requirements for ACA Standards
- ADC Specific In-Service and BT Make-Up Courses

eCADEMY Website:

<http://ardoc.training.essentiallearning.com/>

Employees may take up to **30** Hours of online training from either source and it will count towards your MIPS. You can take these courses from your desk or on location at your Unit.



The National Institute of Corrections has (2) online training opportunities for staff:

1. The **NIC Frontline Learning Center** is available to correctional officers, correctional health professional and other correctional line staff.

Frontline currently offers over 80 e-course in topics such as: Written and verbal communications, Ethics, Teamwork, and Offender Workforce Development.

2. The **NIC Learning Center** is limited to staff whose jobs are categorized as executive management, middle management, firstline supervisors (Sgt./Lt.) and training personnel.

NIC Learning Center-

<http://nic.learn.com/learncenter.asp?id=178409>

NIC Frontline Learning Center-

<http://nic.learn.com/learncenter.asp?id=178425>



**PLEASE SEE YOUR UNIT TRAINING SUPERVISOR TO REGISTER
OR FOR MORE INFORMATION CONTACT AUTUMN LEM AT THE
TRAINING ACADEMY**

501-842-8585 and/or Autumn.Lem@arkansas.gov



ADC hosts infection control training at Central Office



Nancy Jackson, standing left, and Foest Witherspoon, standing center, provide training.

Nancy Jackson, Ann Teer and Foest Witherspoon of ADC recently provided continuing infection control training at the Central Office for employees of Corizon, the agency's medical contractor.

The certification training included such programs as administering and reading tuberculosis skin and HIV tests.



2012 Billy Max Moore Award Winner: David L. Allen

David L. Allen was the recipient of the Billy Max Moore Award at the recent NAIA Conference in Florida.

Allen started his career with ADC on Aug. 18, 1982, and was hired in March 2010 at the Cummins Farm to organize and start up a maintenance detail. The Cummins Farm consists of 17,000 acres and has in excess of 50 buildings that include dairy, swine, chicken, grain mill, two processing plants, irrigation and greenhouses. Maintenance is responsible for the upkeep of these structures, and Allen was tasked with creating the operation.

Allen sets the standards for the type of supervisor that a successful agribusiness operation must have. His everyday exceptional work ethic is defined by high standards of integrity, leadership and professionalism.

He has accomplished every task and met every special assignment objective. Staff and inmates alike gravitate to Allen because of his knowledge and willingness to point out the correct way of performing a task. Two years into his tenure, the work orders have become manageable and the overall general appearance of the farm is outstanding. Pride and dedication have made the appearance of the farm look like a Progressive Farmer Magazine cover.

In May 2011, a tornado hit the Cummins Farm, devastating the employees' free line housing, dairy facility, swine and chicken houses; turning over a center pivot irrigation system; and completely destroying three greenhouses. Allen went head first into accomplishing all the needed repairs. In addition to the storm, there was an es-



Chief Deputy Director Larry May, left, Allen, and Farm Administrator Mark McCown.

cape at the Cummins Farm Dairy. During the escape, Allen was assigned as an armed rover over a section of the farm. His assignment was to continuously drive a vehicle, insuring the inmate would stay in place and not move.

Allen worked through the night and was able to apprehend the inmate at sunrise. His watchful eye caught a movement behind a round bale of hay. Allen discovered the inmate had tunneled into a bale of hay and was hiding less than 100 yards from where he was last seen.

AACET members tailgate at UAPB vs. Prairie View game



UAPB Golden Lions hosted Prairie View A & M on Nov. 17, and AACET was there to celebrate. It was a great day for the conference champion Golden Lions as they racked up another victory.

It was also a great day for the many correctional employees who attended the AACET tailgate party at the UAPB stadium. More than 100 employees and their families came by the AACET tent and enjoyed hotdogs and all the trimmings. Employees from all parts of the state made the journey to enjoy the great food and fellowship.

At halftime, Director Ray Hobbs (top photo, third from left) and AACET Executive Director Kevin Murphy (top photo, on right) presented UAPB Chancellor Calvin Johnson a check for \$7,000 to be added to the Ball & Chain Scholarship fund, which provides scholarships to ADC employees.



United Methodist Women donate books for ADC libraries



Books were donated to the ADC by the Arkansas Conference United Methodist Women (UMW) throughout the state of Arkansas in connection with MIWATCH Program (Ministries to Incarcerated Women and Their Children), a transportation program for the children of incarcerated mothers which provides transportation to visits at Wrightsville and McPherson Units.

The books came from private libraries as well as church libraries of United Methodist Women; some were donated by St. Luke United Methodist Church in Pine Bluff. The books were loaded in Helen Emerson's car after their UMW meeting at St. James United Methodist Church in Little Rock and delivered to Central Office.

Books were donated from central Arkansas and other areas, including Springdale, Bull Shoals, Harrison, Crossett, Texarkana, Jonesboro and West Memphis. The organization has been donating books to the prison since 2010.

Incident report says a lot of ADC's public service

There was an incident report in October that I copied and saved. It was one of those cut and dry reports, written in the style you would expect of a corrections or law enforcement incident summary.

Meaning, it contained all the pertinent information, start to finish – complete and accurate. But, there was something



Shea Wilson
Communications
Administrator

in the report that stuck with me and I think it says a lot about our agency and what we do for the public.

The White Hall Police Department contacted Lt. Troy Moore and requested the assistance of ADC tracking dogs to help locate a delusional woman who had walked away from a residence in the middle of the night. He got permission to assist from Duty Director Sheila Sharp and met Sgt. Derek Wilson and Sgt. Robert Hutcheson at the kennel. They loaded up K9 Zena, their equipment and headed out around 3 a.m.

After being briefed by White Hall officials, the

K9 officers dragged the perimeter of the backyard fence. Zena picked up a scent and began working the area directly behind the residence, but outside the fence. Seventy-five yards into the woods, the tracking team heard a voice calling out. The woman was about 20 yards in front of them, sitting on the ground. She was in a bathrobe and gown, barefoot and shaking vigorously. They helped her to her feet and Sgt. Hutcheson picked her up and carried her back to the house.

He carried her back to the house – literally. That's an image the public doesn't see, but it should be a great source of pride for all of us. Our K9 officers are called out in the middle of the night to assist communities across the state. In addition to helping find senior citizens and children who have wandered off, we assist local law enforcement in tracking suspects who are a threat to the public.

Our K9 officers also are regulars in the public school systems. The drug interdiction team performs demonstrations with dogs for Red Ribbon Week and at other times when they are called upon.

When we had the re-

cent escape at Tucker, several canine teams were on the ground running. They painted a very positive image of this agency to the public, who followed the widespread news coverage – and more importantly, their presence in the area of the prison made our neighbors feel more secure.

The incident report described the type as "other" and cited the location as "off grounds." Just another cut and dry incident report of the Arkansas Department of Correction: "Sgt. Hutcheson picked her up and carried her back to the house where she was turned over to the family and White Hall PD for further treatment of her condition."

It may not sound like it, but that's a big deal. ADC makes a lot of happy endings possible. It's routine work to the officers who do it, but I think it's important to recognize what tremendous gifts these emergency responses are to the state – even though they may not be gifts people immediately recognize.

We are blessed to work for a good agency with many wonderful employees. Merry Christmas!

We learn something every day, and lots of times it's that what we learned the day before was wrong.

— Bill Vaughan

ADC CALENDAR OF EVENTS



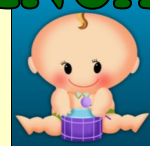
DECEMBER 2012

24 — Christmas Eve

25 — Christmas Day

31 — New Year's Eve

JANUARY



JANUARY 2013

1 — New Year's Day

21 — Dr. Martin Luther King, Jr Day Observed

**Special Events?
Unit Functions?
Announcements?
Conference Dates?**



Send information to Kat at

The Advocate

kathlyn.mcentire

@arkansas.gov

Cummins hosts basic horseshoeing school

Mack Hayden, 20-year veteran Arkansas State Police (retired), began training inmates at the ADC in 1987 to lift (safely raise hoof) and shoe the agency's service horses.

Thirteen inmates are chosen each year from different ADC Unit Stables to learn and practice horseshoe removal and replacement to prevent hoof injury to the ADC's stock of horses. Experienced horsemen volunteer to take part in the inmates train-



ing, which includes filing, nailing, and fashioning of horseshoes. Hayden said the volunteer training for each inmate would equal to approximately \$3,000 in free-world costs, saving the ADC \$39,000 per year.

Hayden said that during the course of the week-long training session, 75 to 85 practice horses will be shod by inmates, but the numbers have been as many as 125. Hayden said good shoes help prevent hoof

injury to the horse. Inmates began their training on Sunday, Oct 7. It takes two days for Hayden to determine which inmates will take to the training or "catch-truck."

"If they (inmates) don't have what it takes, we have them catch a truck back to their unit," Hayden said.

Inmates who complete the train-



ing will return to their units with a marketable skill they can use on the farm

and in the free world. According to Hayden, horse shoeing is slowly becoming a lost art, and he believes the skills learned by the inmates will be an investment toward the ADC's working herd.



Around ADC

ADC staff on top of situation

The search for and escapee the week of Oct. 29 kept ADC staff on high alert. In fact, in the end, more than the escapee was found.

Major Floyd 'Tony' McHan, Lt. James Dicus from ORCU and Sgt. Donovan Porterfield, Cpl. Jared D. Martin from Benton found animals they considered to be subjected to cruelty and called the Humane Society. A warrant was obtained and the animals were taken into custody.

A Benton woman was arrested on Friday, Nov. 2, for 23 counts of animal cruelty, au-

thorities said. Dorothy Rhonda Braithwaite, 48, remained in the Saline County jail with a \$2,500 sheriff's bond. She was expected to appear in Benton District Court on Nov. 13.

Lt. Kevin Russell, public information officer for the Benton Police Department, said there is no indication that Braithwaite was selling the animals or part of an illegal "puppy mill." He said authorities do not anticipate any more arrests; however, the investigation is continuing.

ORCU celebrates Hipple's retirement



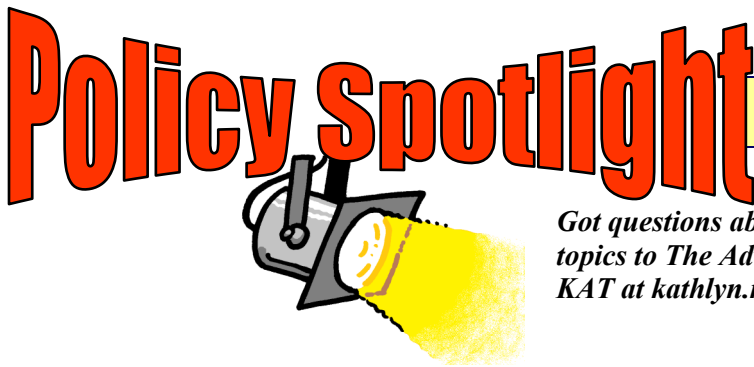
ORCU hosts a at goodbye lunch for Diana Hipple. Top left, is Sherry Staton, Christie Littleton, Marianne Hixon, Nola Phillips, Terri Mauney, and bottom left, Connie Dunkin, Amy Farber, Diana Hipple, Dana Heide and Eddie Holcomb.

Food for thought

Why do we use some of the expressions that we do? We don't usually know ourselves, but rather simply respond to a situation with an expression which we have heard. Occasionally, the origin is known, but often it is a foggy rendition of an expression or a combination of old sayings. Therefore, we can only offer 'food for thought' as to why we say certain things. For instance:

"TAKE SOMEONE DOWN A PEG OR NOTCH" (to humble an arrogant person)

A phrase which seemingly comes from shipping days – flags on ships were lowered or raised by pegs, and of course, the higher the peg, or position of the flag, the bigger the honor. Therefore, lowering the flag, or honor, was to take it down a peg, or notch. So the next time you use the phrase, consider shipping days!



Facts about policy and conduct

Got questions about ADC policies and procedures? Then send in your topics to The Advocate and we'll be glad to get you the facts. Contact KAT at kathlyn.mcentire@arkansas.gov with questions.

INCLEMENT WEATHER (from the ADC Employee Handbook)

State government does not normally close its offices because of hazardous driving conditions. However, the obligation to provide services to the citizens of the state must be balanced with the risk of danger to state employees. It is; therefore, appropriate that guidelines that reflect our citizens' and employees' need for safety be established. Due to the fact that the units are required to be open 24 hours each day, 7 days each week, the Warden/Administrator will develop policies and procedures to cover unit operations during periods of inclement weather.

In the event of early morning severe inclement weather conditions, the Governor's Office will determine whether this inclement weather policy will be placed into effect and will announce its implementation before 6:30 a.m. if possible. On days declared to be covered by the inclement weather policy, all non-essential employees should be at their work stations by 10:00 a.m. and will be given credit for a full day's attendance. Employees arriving after 10:00 a.m. will be charged the full amount of time involved in the tardiness, and employees not coming to work at all will be charged a full day's absence. If the inclement weather policy is implemented for State agencies, it will only apply to ADC employees living in the affected areas.

When severe inclement weather occurs during office hours, the Warden/Administrator will have the discretion to allow employees to leave work early for safety reasons. Decisions to allow employees to leave work early, however, should recognize the requirement to maintain designated critical personnel and assure service delivery to the citizens for the full work day. Employees who were on the job, and who were allowed to leave early, will not be charged leave for that time. Wardens/Administrators shall designate critical personnel, who will be required to reach their work stations by the time of regular office opening regardless of weather related conditions to assure that offices are open to the public and services are provided. Prior designation will allow critical personnel to prepare for weather conditions, and if need be, provide alternative methods of getting to work.

The Warden/Administrator is responsible for determining whether employees are classified as essential or non-essential.

TRAINING



ACADEMY

Training Academy recognizes BCOT graduate with Willis H. Sargent Outstanding Student Award

Training Academy Graduates

Class 2012-P, Nov. 16, 2012



The WHS Outstanding Student Award winner for Class 2012-P is Sandra Cox, left, of the Ouachita River Unit. Joining Cox is Fred Campbell.



Shelby Ballinger, Steven Brown, Yulinda Campbell, Randy Carter Jr, Bobby Clark Jr, Sandra Cox, Demarcus Dorsey, Ricky Dorsey, Jonathan Hawkins III, Darryl James Jr, Dexter Jenkins, Edward Johnson, Erich Kozubski, Margaret Lowe, Timothy Madden Jr, Cheniqua McKeown, Shelby Morrison, George Parker, Marvin Reynolds Jr, Matthew Rothacher, Aaron Roys, Clyde Scott, Andrew Slone, Deshundra Thomas, Sharita Thompson, Tinesha Titus, Tawanna Wade, Devontay Walker, Keontis Walker, and Joshua Williams.

New coin to be awarded at Training Academy

The Training Academy has designed a new “coin” to use as an award for the Willis H. Sargent Honor and Integrity in Public Service Award.

Sargent was a long term corrections employee from which the Academy gets its name.

These new coins will be given to the Willis H. Sargent Outstanding Student for each BCOT. This award began in 2012.

We will also present a coin to each guest speaker at the Academy and to individuals who goes out of their way to assist the Academy in carrying out our mission.

Training Academy Administrator Fred Campbell and Deputy Director Sheila Sharp presented a coin to Director Ray Hobbs recently.



Promotions & New Hires

Promotions

Date	Name	Position	Unit
10/15/12	Katherine Bradley	Fiscal Support Supervisor	Admin Annex East
10/21/12	Stephen Lane	Captain	East Arkansas Regional
10/22/12	Scott McDorman	Sergeant	Ouachita
11/11/12	Martha Lyn Bennett	Institutional HR Coordinator	Ouachita River
11/11/12	Johnny Cantrell	Food Preparation Supervisor	Cummins
11/11/12	Zakkery Crocker	Sergeant	Mississippi County
11/11/12	Hewitt Hunt	Sergeant	Maximum Security
11/11/12	Pearlie Johnson	Inmate Grievance Officer	Tucker
11/11/12	Wanda Harrod	Fiscal Support Analyst	Admin Annex East



New Hires

Date	Name	Position	Unit
10/22/12	Latyonia Biggers	Commissary Manager	Wrightsville
10/22/12	Jacob Higginbotham	Agriculture Unit Supervisor I	Farm
11/05/12	Jack Lewis, Jr.	Commissary Manager	Ouachita River
11/13/12	Heather Reed	Human Resource Assistant	Admin Annex East
11/13/12	Sarah Surratt	Administrative Specialist I	Tucker
11/13/12	Lowell Swearingen	Licensed Master Social Worker	Mental Health—ORU
11/13/12	Kacie Vanacker	Administrative Specialist I	Ouachita River

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- *To provide for the protection of free society by carrying out the mandate of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To strengthen the work ethic through teaching of good habits.*
- *To provide opportunities for inmates to improve spiritually, mentally, and physically.*

The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

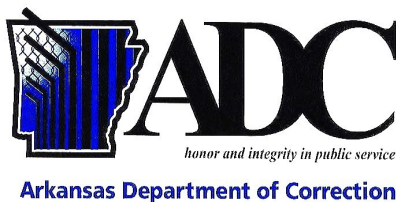
Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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Visit ADC on the Web @ www.adc.arkansas.gov

Parting Shots



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